

NORMAL PROGRESSION OF SANCTIONS

The following list outlines the normal progression of formal disciplinary sanctions:

- Oral Reprimand
- Written Reprimand
- Reassignment
- Demotion
- Suspension
- Termination



*Coaching and counseling always precede formal steps

unless the first infraction is so severe that immediate suspension or termination is warranted. (Example: physical violence against an employee or customer)